

OCCFLD 31XX ISSUES



2005 TMO TACK-ON
29 APR 05

LtCol Rohr
LPCD



Assignments

- LDO Pyramid
I&L CLNC

CPCA CBJA MCLC DDSP **MFL**

I&L MFR II MEF IWA 1st/2nd FSSG
Miramar

I MEF is an over staff & we do not plan to fill until it is hard lined or tasked.



Assignments



- WO/CWO Pyramid
29 Palms

MFP Yuma

Eustis CJNC HQMC Beaufort Cherry
Point

1st/2nd TSB CBJA MCRD MCLC **MCBH**
MFL JPPSO-HI

CBJA has an overstaff that we do not plan to fill until it is hard lined or tasked.



Training/School House



- FY-06 split locations
- Three new courses
- MarineNet



Manpower 101



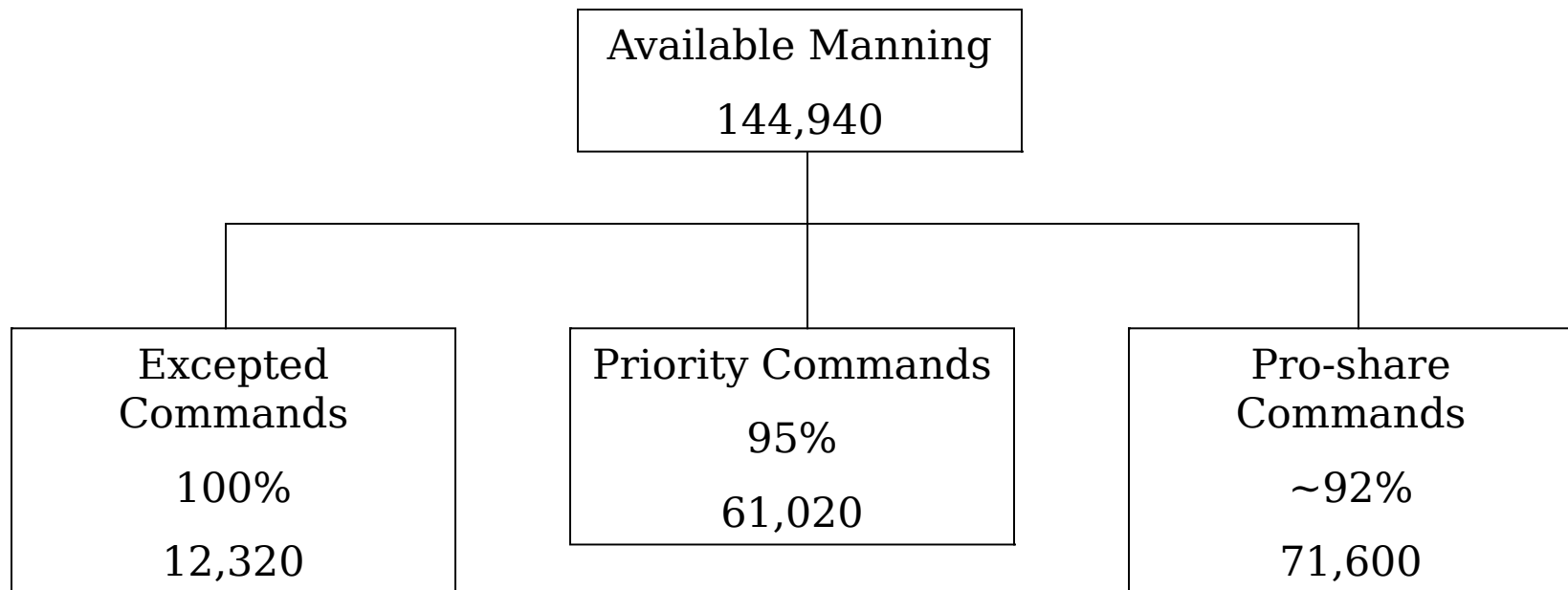
- Staffing Precedence Levels



Manpower 101



Available manning is then apportioned across the Marine Corps by DC Combat Development to manning precedence.





Manpower 101



- End Strength 175,000
- P2T2 30,060
- Avail Manning 144,940
- T/O Structure Rqmts 154,900
- Manpower Delta - 9,060

External Rqmts 500

Actual T/O Shortfalls - 9,560

There isn't enough \$\$ to buy every space; delta
of ~9,560



Mil/Civ Conversions



- MCBH
- Henderson Hall
- MCBJ
- MCRD SD ?
- MCAS Ch Pt?



TFS



- Realignment
- Promotions



BRIEFING SEQUENCE

1	Name	14	Civ Ed
2	Zone	15	Mil Ed
3	Brief as a #	16	PME
4	Adv? Show Cause?	17	Personal Awards
5	Curr Assign? Since?	18	JT Billets
6	Curr Billet?	19	Acq Prof Billet
7	Ltr to Board?	20	Cmd Billets?
8	Pri MOS? Skill Shortage?	21	Staff Billet?
9	Pic? Curr?	22	Remarks
10	Personal Appear	23	Gen Value to Svc
11	2 nd MOS	24	Relative Value
12	Rifle/Pistol/PFT/MCMAP	25	RO Assessment
13	Language Skill	26	Recommendation



Promotion Board



- Relative Value
- RS Issues
- RO Snapshot
- RO Distribution
- Order OMPF



Relative Value



- A numerical representation of how the average of a single fitness report compares to the average of all reports written by an RS on Marines of the same grade.
- Assists in evaluating the RS's marking philosophy
- Quantitative analysis of performance in relation to peers
- Only one of many items on the report



Calculate Report Average



As it appears on the MBS:

PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	CO M	PME	DEC	JUD	EVAL RES P
E	D	C	C	C	D	C	C	D	C	B	C	C	H

As it translates numerically: (A=1 to G=7, Not Obs H = 0)

PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	CO M	PME	DEC	JUD	EVAL RES P
5	4	3	3	3	4	3	3	4	3	2	3	3	0

Add the marks - 43

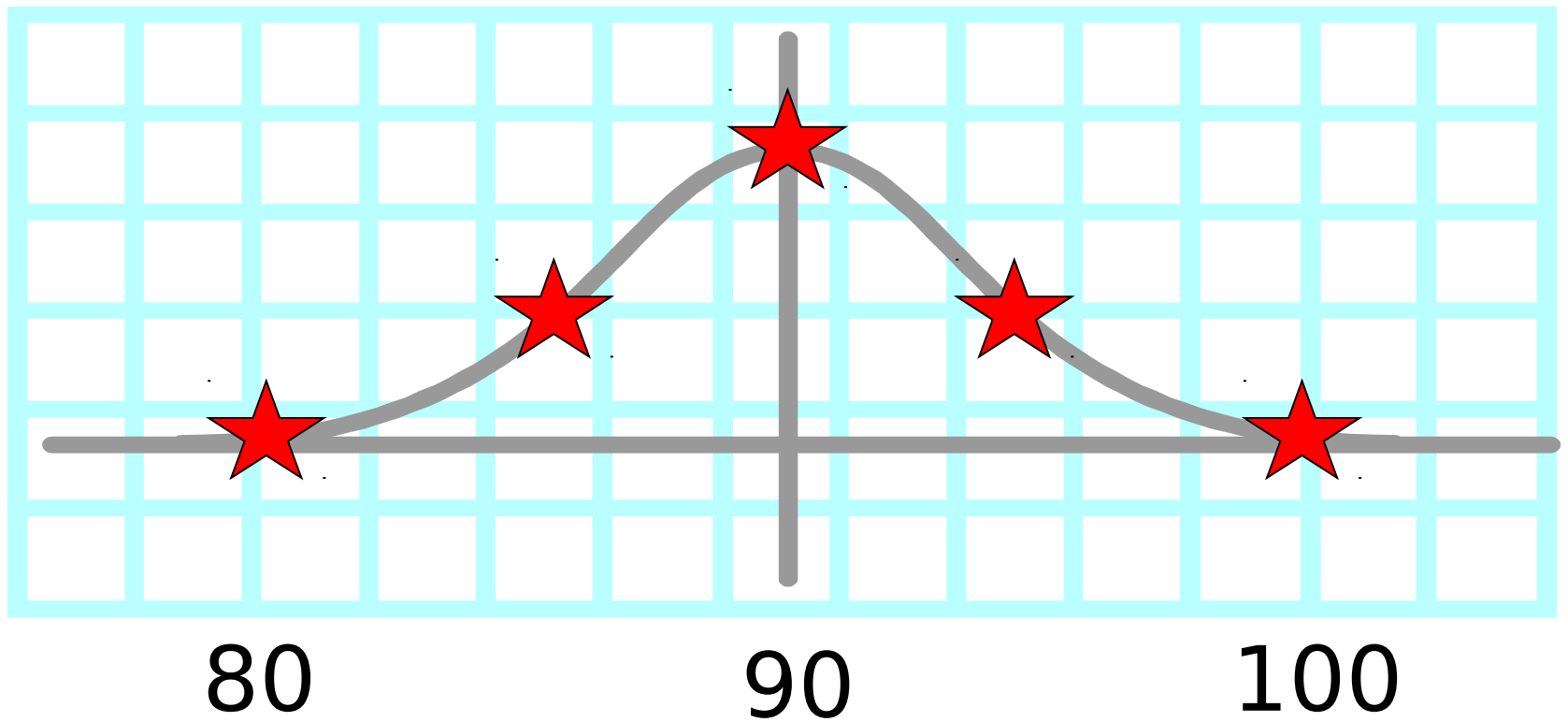
Divide by # of observed marks -

$$43/13 = 3.31$$

FitRep Avg = 3.31



Scale from 80 to 100





RV displayed on MBS



#RPTS @PRO C	REL VAL @ PROC	#RPT S CUM	REL VAL CUM	RO CONCURS	
				Y	N
8	90.49	10	89.91	X	
<div>FitRep</div> <div>Avg: 3.31</div> <div>4.36</div> <div>RS Cum</div> <div>Avg: 3.31</div> <div>RS</div> <div>High:</div> <div>Best report on this grade (Rt side of curve=100%)</div>					

The specific fitrep

The RS's avg for all reports written on this
grade



RV on MBS



NAME		SSN	GRADE	RANK DESCRIPTION		DOR	COMP	LINEAL NO	PMOS	AMOS-AMOS	GT/GCT	PERM GR	PERM DOR																	
MARINE IAM A.		123456789	O4	MAJ		19990501	USMC	05060000	0302	9957 /	119	O4	19990501																	
DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	OSCD	CONTRACT LEGAL																	
19640114	19880823	19880823	19890206		19890414	19890414			19880613		20010613	19940714	NONE. ALL RE																	
DECORATIONS		MILITARY EDUCATION						CIVILIAN EDUCATION				LANGUAGES																		
MM 1	COMMAND AND STAFF NAVA		2002	WARFIGHTING SKILLS PRO		1994	MILITARY SCIENCE				UNKNOWN																			
NC 2	COMMAND & STAFF 8700		2001	INFANTRY OFFICER (TBS)		1990	MASTER'S																							
NA 1	MAGTF/MCPP 8845		2001	BASIC SCHOOL		1990	17																							
		AWS PHASE II		OCC, MCS		1989	SPL A C0 HQ BN HQMC				1 PAGE																			
		AWS PHASE I					SCTY: S/219900412				OF 1																			
		SUMMER MOUNTAIN LEADER					INFO JT-MOS:				Date: 11/18/2002																			
MONITORED COMMAND ORGANIZATION/SCHOOL REPORTING SENIOR		DUTY ASSIGNMENT GRADE TYPE DUTY BILMOS REVIEWING OFFICER		OCC	BEGIN END DATE	MISSION CHARACTER		LEADERSHIP		INTELLECT	EVAL RESP	PROMOTION		REPORT SUMMARY																
						PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	Y	N	NA	ACC	COM	ADV	#RPTS @PROC	REL VAL @PROC	#RPTS CUM	REL VAL CUM	RO CONCURS	
1		RIFLE COMPANY COMMANDER		GC	19980801	E	E	E	E	E	E	D	E	D	E	E	E	E			X		X		9	91.95	11	90.68	X	
LTCOL JOHNSON		CAPT N 0302			19990431																			FitRep Avg:	4.86	RS Cum Avg:	4.78	RS High:	5.86	
		COL BECKER				RO: 0/1 1/2 4/3 10/4 11/5 7/6 2/7 0/8																								
2		BATTALION OPERATIONS OFFIC		CH	19990501	C	D	D	D	D	D	D	C	D	B	D	D	C	X					7	83.59	7	83.59	X		
LTCOL JOHNSON		MAJ N 0302			19990826																			FitRep Avg:	3.64	RS Cum Avg:	4.06	RS High:	4.71	
		COL BECKER				RO: 0/1 0/2 6/3 10/4 10/5 4/6 1/7 0/8																								
3		BATTALION OPERATIONS OFFIC		TR	19990827	C	B	C	C	B	B	B	C	C	B	B	C	C	C	X				3	93.92	5	94.44	X		
LTCOL MORGAN		MAJ N 0302			20000702																			FitRep Avg:	2.57	RS Cum Avg:	2.46	RS High:	2.71	
		COL BECKER				RO: 0/1 0/2 6/3 10/4 10/5 4/6 1/7 0/8																								
4		STUDENT		TR	20000701	D	D	H	H	H	H	H	H	H	H	H	H	H	X						N/A		N/A			
COL STEIN		MAJ A NA			20010615																			FitRep Avg:		RS Cum Avg:	4	RS High:	4	
		RDMU ALLEN				RO: 0/1 0/2 0/3 2/4 3/5 2/6 1/7 0/8																								
5		CURRENT OPERATIONS		AN	20010616	E	D	E	D	E	D	C	D	D	D	E	D	D	H	X				1	N/A	4	85.51	X		
COL WRIGHT		MAJ N 0302			20020630																			FitRep Avg:	4.23	RS Cum Avg:	4.52	RS High:	5.15	
		BGEN TURNER				RO: 0/1 0/2 0/3 7/4 19/5 12/6 0/7 0/8																								



RS Issues



- Consistent reporting is key
- Half the reports you write will be below your average
- If you mark a report higher to help a Marine you are really hurting all the previous Marines you have written on
- A Sgt report is as important as any other report



RO Snapshot



As it appears on the OMPF :

K. REVIEWING OFFICER COMMENTS				
1. OBSERVATION <input checked="" type="checkbox"/> Sufficient <input type="checkbox"/> Insufficient		2. EVALUATION <input checked="" type="checkbox"/> Concur <input type="checkbox"/> Do Not Concur		
3. COMPARATIVE ASSESSMENT Provide a comparative assessment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.	DESCRIPTION		COMPARATIVE EVALUATION	
	THE EMINENTLY QUALIFIED MARINE	<input type="checkbox"/>	0	
	ONE OF THE FEW EXCEPTIONALLY QUALIFIED MARINES	<input type="checkbox"/>	2	
	ONE OF THE MANY HIGHLY QUALIFIED PROFESSIONALS WHO FORM THE MAJORITY OF THIS GRADE	<input checked="" type="checkbox"/>	7	
	A QUALIFIED MARINE	<input type="checkbox"/>	10	
	UNSATISFACTORY	<input type="checkbox"/>	10	
		<input type="checkbox"/>	4	
	<input type="checkbox"/>	1		
			0	
4. REVIEWING OFFICER COMMENTS If you your comparative assessment mark; evaluate potential for continued professional development include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective				
5. I CERTIFY at to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality.				
_____ (Signature of Reviewing Officer)			_____ (Date in YYYYMMDD format)	



RO distribution on



As it appears on the MBS: **MBS**

RO: 0/1 1/2 4/3 10/4 11/5 7/6 2/7
0/8

As it appears in the OMPF :

K. REVIEWING OFFICER COMMENTS			
1. OBSERVATION: <input checked="" type="checkbox"/> Sufficient <input type="checkbox"/> Insufficient		2. EVALUATION: <input checked="" type="checkbox"/> Concur <input type="checkbox"/> Do Not Concur	
3. COMPARATIVE ASSESSMENT : Provide a comparative assesment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.	DESCRIPTION		COMPARATIVE EVALUATION
	THE EMINENTLY QUALIFIED MARINE	<input type="checkbox"/>	(8) 0
	ONE OF THE FEW EXCEPTIONALLY QUALIFIED MARINES	<input type="checkbox"/>	(7) 2
	ONE OF THE MANY HIGHLY QUALIFIED PROFESSIONALS WHO FORM THE MAJORITY OF THIS GRADE	<input checked="" type="checkbox"/>	(6) 7
	A QUALIFIED MARINE	<input type="checkbox"/>	(5) 10
	UNSATISFACTORY	<input type="checkbox"/>	(4) 10
		<input type="checkbox"/>	(3) 4
		<input type="checkbox"/>	(2) 1
		<input type="checkbox"/>	(1) 0
4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.			



RO distribution on MBS



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						PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	EVAL	Y	N	NA	ACC	COM	ADV	#RPTS @PROC	REL VAL @PROC	#RPTS CUM	REL VAL CUM	RO CONCURS	Y	N	
1		RIFLE COMPANY COMMANDER		GC	19980801	E	E	E	E	E	E	D	E	D	E	E	E	E	E				X		X		9	91.95	11	90.68	X		
LTCOL JOHNSON		CAPT N 0302			19990431																					FitRep Avg:	4.86	RS Cum Avg:	4.78	RS High:	5.86		
		COL BECKER				RO: 0/1 1/2 4/3 10/4 11/5 7/6 2/7 0/8																											
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4		STUDENT		TR	20000701	D	D	H	H	H	H	H	H	H	H	H	H	H	X							N/A		N/A					
COL STEIN		MAJ A NA			20010615																					FitRep Avg:		RS Cum Avg:	4	RS High:	4		
		RDMU ALLEN				RO: 0/1 0/2 0/3 2/4 3/5 2/6 1/7 0/8																											
5		CURRENT OPERATIONS		AN	20010616	E	D	E	D	E	D	C	D	D	D	E	D	D	H	X				1	N/A	4	85.51	X					
COL WRIGHT		MAJ N 0302			20020630																					FitRep Avg:	4.23	RS Cum Avg:	4.52	RS High:	5.15		
		BGEN TURNER				RO: 0/1 0/2 0/3 7/4 19/5 12/6 0/7 0/8																											



Order Profiles / OMPF



- OMPF now on CD
- Order OMPF/MBS/Profiles by:
 - E-mail (preferred)
 - mmsbompf@manpower.usmc.mil
 - Fax
 - DSN 278-5792
 - Mail
 - Commandant of the Marine Corps
Headquarters, U.S. Marine Corps (MMSB-30)
2008 Elliot Road
Quantico, VA 22134-5030



Record Assistance



- MMSB-30
 - <https://www.mmsb.usmc.mil>
 - DSN 278-3995
- Officer Counseling
 - USMC website – Career; Marines; Counseling; Officer
 - 1-800-634-7988
- Enlisted Counseling
 - USMC website – Career; Marines; Counseling; Enlisted
 - 1-800-833-2320
- Performance Evaluation Review Branch (MMER)
 - DSN 278-9204/9205